

DIVERSITY COUNCIL MINUTES: January 14, 2009

The regular monthly meeting of the Diversity Council was held on Thursday, January 14, 2010, in the Knudsen Training Room, located on the first floor of the Jessie Parker Building in Des Moines, Iowa. The meeting was called to order by Co-Chair Renee Hardman at 2:35 p.m.

MEMBERS PRESENT

James Ballard, John Deere & Company, Retired
Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE)
Renee Hardman, Bankers Trust, Co-Chair
Reginald Jackson, Wells Fargo Bank, N.A.
Robin Jenkins, DAS-HRE
Alba Perez, Greater Des Moines Partnership
Ralph Rosenberg, Iowa Civil Rights Commission
Dinh VanLo, Tai Village, Inc.
Ray Walton, Department of Administrative Services (DAS)
Stephen Wooderson, Iowa Vocational Rehabilitation Services (IVRS)

MEMBERS ABSENT

Preston Daniels, Department of Human Rights (DHR), Chair
Shirley Hicks, Iowa School for the Deaf, Retired
Jim Larew, Governor's Office (IGOV)
Jonathan Thorup, Department of Public Safety
Miriam Tyson, Iowa Department of Economic Development

DESIGNEE Syeta Glanton, IGOV, for Jim Larew

OTHER ATTENDEES

Kathryn Baumann-Reese, DHR
Susan Churchill, DAS-HRE, responsible for taking meeting minutes
Tereasa Jefferson, Iowa Workforce Development
Barb McClannahan, IVRS
Bill West, DAS-HRE

AGENDA ITEMS

- I. Welcome New Member – Renee Hardman
 - A. James Ballard, the newest member of the Diversity Council, introduced himself.
 - B. Council Members introduced themselves to Mr. Ballard.
- II. Review and Approval of Meeting Minutes of November 12, 2009.
 - A. The Council had no updates.
 - B. Minutes approved.

III. New Business

- A. Nancy Berggren announced that Renee Hardman would be the keynote speaker at the 21st Annual Reverend Dr. Martin Luther King, Jr. Celebration: *Iowans Carrying on the Dream*, which would be held on January 18, 2010, at 10:45 a.m. at the Iowa Historical Building.
- B. The Council discussed its meeting schedule for calendar year 2010.
 - 1. The Council weighed the pros and cons of meeting monthly, bi-monthly, or quarterly.
 - 2. The Council decided to meet bi-monthly with the stipulation that the individual subcommittees would meet in between the meetings of the full Council.
- C. The Subcommittees reported briefly on their progress thus far.
 - 1. Training Subcommittee – met once to discuss phase two of the training for all state employees.
 - 2. Accountability Subcommittee – has not met.
 - 3. Diversity Plans Subcommittee – had a meeting scheduled, but had to cancel due to inclement weather.
 - 4. Organizational Subcommittee – has not met.
 - 5. Communications – met and provided a report.
 - a. The former Persons with Disabilities Subcommittee is now part of the Communications Subcommittee and will move forward with having a "Disability Mentoring Day" in conjunction with the Iowa Civil Rights Commission in October 2010.
 - b. The Subcommittee would like to create a "Diversity Champion Award," which could possibly be awarded by the Governor during the Golden Dome Ceremony.
 - c. The Subcommittee is moving forward with plans for a Public Forum.

IV. Review of the Progress on the Recommendations Submitted to the Governor in June 2009 – Nancy Berggren provided a written report of the progress thus far and discussed the following highlights.

- A. Recommendation: Standardized Hiring.
 - 1. Three departments' reviews have been completed, three will soon be completed, and four are in the beginning stages.
 - 2. Hiring teams are pulling hiring lists and looking at all hiring processes; compiling a report with action items for the reviewed department; and giving the department an opportunity to respond.
 - 3. Alba Perez asked if the teams have seen any themes from the reviews; Nancy Berggren stated that the top three issues have been:
 - a. Recording keeping.
 - b. Posting process.
 - c. Recruiting process.
- B. Recommendation: Training.
 - 1. On December 22, 2009, DAS conducted its 789th session of diversity training.
 - 2. The Governor's Office – including the Governor and Lt. Governor – attended a diversity training class.
 - 3. Executive Order Four requires ongoing training for managers and supervisors only; however, DAS will keep the course for employees up to date also.
 - 4. The goal is to tailor diversity training to the specific needs of the departments, based on their Diversity Plans.

- C. Nancy Berggren will report on the progress on the recommendations at each Diversity Council meeting.
- V. Public Comment – no one from the audience had a comment.

AGENDA ITEMS FOR NEXT MEETING

- I. New Business
- II. Subcommittee Reports
- III. Progress of the Recommendations Submitted to Governor Culver in June 2009.

ADJOURNMENT

Meeting adjourned at 4:20 p.m. The next regular meeting will be held on March 14, 2010, from 2:30 p.m. – 4:30 p.m. in the Knudsen Training Room, located on the first floor of the Jessie Parker Building, 510 East 12th Street, Des Moines, IA.